

ANNEXURE



Faculty of Social Work

The Maharaja Sayajirao University of Baroda

Dear Respondent,

I invite you to participate in a research study entitled: Women Entrepreneurs - A Study of Achievement-Motivation, Leadership and Work-life Balance of Women Entrepreneurs in Gujarat. The purpose of the research is to know the level of Achievement-Motivation of Women Entrepreneurs, the Leadership Styles adopted and the Work-life Balance of Women Entrepreneurs and the degree to which you might experience it.

Your participation in this research project is completely voluntary. Your responses will remain confidential and anonymous. No one other than the researcher will know your individual answers to this questionnaire.

If you agree to participate in this project, please answer the questions on the questionnaire as best you can. It should take approximately 10-15 minutes to complete.

Thank you for your assistance in this important endeavor.

Participant Consent

I have read and understood the information describing the aims and content of the following questionnaire. I agree to take part in this research under the terms indicated in the information supplied.

Signature of the Respondent

Faculty of Social Work
The Maharaja Sayajirao University of Baroda

**Women Entrepreneurs - A Study of Achievement-Motivation, Leadership
and Work-life Balance of Women Entrepreneurs in Gujarat**

Research Scholar: Maria Jessica Sharma

Guide: Prof. (Dr.) M. N. Parmar

Part I - Personal Information

1. Name (Optional):

2. Age: (Please tick (√) the correct option)

21 - 30 ☐

31 - 40 ☐

41 - 50 ☐

51 and Above ☐

3. Highest Educational Qualification Pursued: (Please tick (√) the correct option)

Secondary ☐

Higher Secondary ☐

Graduation ☐

Post-Graduation ☐

Other ☐

4. Marital Status:

Unmarried ☐

Married ☐

Separated ☐

5. Experience (in years): _____

6. For how long have you been running this enterprise: _____

7. Average Income (Per month): _____

8. Spouse's Occupation: _____

9. Spouse's Income (Per Month): _____

10. Spouse's Education Qualification : _____

11. No. of Family Members: _____

12. No. of Children: _____

13. Income of Family (Per Month): _____

Part II - Achievement Motivation: -

Instructions:

This form has 32 statements, please read each statement carefully and then indicate your opinion on each statement by putting (√) in the spaces provided beside it. Please put (√) in only one column for each statement.

You can give your opinions according to the following scale:

Completely Agree (C.A.), Mostly Agree (M.A.), Agree to some extent (A.S.E.), Mostly Disagree (M.D.), and Completely Disagree (C.D.)

No.	Particulars	Completely Disagree C.D	Mostly Disagree M.D.	Agree to some extent A.S.E	Mostly Agree M.A.	Completely Agree C.A.
1.	I like reading the biography of great people in order to learn how they overcame hurdles and achieved great things in life					
2.	I plan ahead what to do during my free time					
3.	When I come to know that somebody like me, have achieved something great, I am motivated to do the something in a better way.					
4.	Most people who know me say that I am hard working and ambitious.					

5.	I never leave a task/assignment, I start unfinished					
6.	I always work very hard to be among the best.					
7.	I aim at reaching the highest level at my work.					
8.	I want to do something which others have not done.					
9.	I am basically a competitive person and I compete just for the sake of competing.					
10.	I believe that success in life has less to do with hard work and more to do with luck and being in the right place at the right time.					
11.	I will go ahead with my plans only if I am sure that other people will approve of it.					
12.	It is not a good idea to be always above others in achievement, because that may make them feel bad about themselves.					
13.	I like to be the best.					
14.	I enjoy finishing my					

	assignments even when they are difficult and time consuming.					
15.	I enjoy making friends with the most intelligent workers so as to keep up my standards of performances.					
16.	I like when people say in front of others that I am doing well.					
17.	I would like to deal with difficult situations, so that the blame or praise for its results come to me alone.					

Part III – Leadership: -

The Blake and Mouton Managerial Grid

Leadership Self Assessment Questionnaire:

Below is a list of statements about leadership behaviour. Read each one carefully, then, using the following scale, decide the extent to which it actually applies to you. For best results, answer as truthfully as possible.

No.	Items	Never		Sometimes		Always	
		0	1	2	3	4	5
1	I encourage my team to participate when it comes decision-making time and I try to implement their ideas and suggestions.						
2	Nothing is more important than accomplishing a goal or task.						
3	I closely monitor the schedule to ensure a task or project will be completed in time.						
4	I enjoy coaching people on new tasks and procedures.						
5	The more challenging a task is, the more I enjoy it.						
6	I encourage my employees to be creative about their job.						
7	When seeing a complex task through to completion, I ensure that every detail is accounted for.						
8	I find it easy to carry out several complicated tasks at the same time.						
9	I enjoy reading articles, books, and journals about training, leadership, and psychology; and then putting what I have read into action.						
10	When correcting mistakes, I do not worry about jeopardizing relationships.						
11	I manage my time very efficiently.						
12	I enjoy explaining the intricacies and details of a complex task or project to my employees.						

13	Breaking large projects into small manageable tasks is second nature to me.						
14	Nothing is more important than building a great team.						
15	I enjoy analyzing problems.						
16	I honour other people's boundaries.						
17	Counselling my employees to improve their performance or behaviour is second nature to me.						
18	I enjoy reading articles, books, and trade journals about my profession; and then implementing the new procedures I have learned.						

Part IV - Work-life Balance: -

Read each and rate in the space at its left to indicate how much true it is in your experience.

Use the following key for your ratings.

0 - if it is not true

1 - if it is little true

2 - if it is somewhat true

3 - if it is fairly true

4 - if it is definitely true

No.	Items	0	1	2	3	4
1	I do not find it difficult to take leave at the time of social emergencies.					
2.	I am able to participate in community activities and attend to religious commitments.					
3.	I do not find enough time to spend with my family and friends.					
4.	I comfortably fulfil the basic requirement of my family.					
5.	I help my children in preparing for their exams.					
6.	I do not get time for my sick partner/ child/parents.					
7.	I get the opportunity to enjoy holidays with my family.					
8.	I get time to invite my friends for a party at home.					
9.	I comfortably fulfil the basic requirement of my family.					
10.	I meet prescribed deadlines and schedules, without affecting my home life.					
11.	I experience work pressure while doing a group task.					
12.	I work for extra hours to get my work done.					
13.	I often take additional work home.					
14.	I feel pressure while working when given a deadline.					
15.	I share the work with my colleagues whenever needed.					
16.	I cannot manage more than one project at a time.					
17.	I do not do overtime to complete my work.					
18.	I can adjust my working schedule to attend to my life priorities.					
19.	I do exercises and take care of my health.					
20.	I enjoy doing my job.					